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NAVAL SUPPLY SYSTEMS COMMAND

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

the **Network**

Volume 22 No. 1 January 2004

## FISC San Diego exceeds CFC goals, wins Bronze Award

**Ann Braeutigam**

2003 CFC Coordinator

The Combined Federal Campaign ended on Dec. 15 with a recognition ceremony for all Eagle and Golden Eagle donors presented by RDML Kowba, Commander, Fleet and Industrial Supply Centers.

CFC, a once-a-year event, provides federal employees the opportunity to support a wide variety of human health and welfare charitable organizations.

Our goal of \$50,858 was set by the San Diego Combined Federal Campaign based on a percentage of our annual payroll and our level of giving in 2002. This year over 58 percent of our workforce donated to CFC, helping us raise \$52,331.86. We exceeded our goal and will be recognized as a Bronze Award winner by the San Diego Combined Federal Campaign.

This year's Golden Eagle donors of \$1,200+ included Richard Whitmore, Paul Clingerman and NAVSISA's Brian Hassler. Eagle donors of \$600-\$1,200 included executive officer CAPT Harry Davis, CAPT Mike Schesser, CDR Beth Howell, Barbara Amster, Margit Austin, Ann Braeutigam, Nannette Davis, Sherri Dollick, Sharon Faunce, Chachi

*See CFC page 4*



The FISC San Diego Civilian Welfare and Recreation team (top picture) hosted the 2003 Holiday Party at the Mission Valley Marriott on Dec. 18. FISC senior leaders, pictured with CWR chairperson Lonnie Fountain, were among the more than 450 employees who attended the event. Santa and Mrs. Claus, aka Darin and Terri Bratcher, provided plenty of ho, ho, ho!

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## Admiral's Quarters

**A**s we begin a new calendar year, I would like to focus on the topic of communications. You can place this in the categories of "New Year's resolution," "it makes good business sense," "it's the right thing to do" and "it's essential in building an effective team."

We live in a world that is "wired" and where people and organizations are connected by the wonders of information technology and the capabilities presented by the latest generation of personal computers, laptops, blackberries, palm pilots, pagers, and cellular phones. These instruments are all entry and exit ramps on the information highway. They link us to others whether they are in the next cubicle or on another continent.

Given this proliferation of information technology, you would think that we are unsurpassed as effective communicators. Everyone gets the right communications at the right time and in the right dosage. Right? I am not so sure.

In my case, I know there is room for continual communications improvement. Despite living in a wired environment, the tidal wave of information can either overwhelm or disorient both the sender and receiver.

### DFAS to make change to LES

In order to address identify theft concerns raised by employees, Defense Finance and Accounting Services will begin masking part of your social security number on the hardcopy Leave and Earnings Statement mailed to your home address. Effective the pay period ending Jan. 24, only the final four positions of your SSN will be displayed on the hardcopy LES. This change will not impact the electronic LES available on myPay, which will continue to display the entire nine-position SSN.

The quick and not necessarily accurate assumption is, "I sent the e-mail and they received it." True the e-mail was likely received and placed in an electronic inbox, but was it read and fully comprehended?

The communications landscape is a complex and evolving one and is further complicated by the fact that we increasingly live in a matrix work setting. More and more, people are working on teams drawn from across a larger organization or several organizations and may even do so in a virtual way, one where there is little need to be physically present. This grouping of people to focus on projects blurs organizational boundaries and chains of command because information and communications flows are also moving laterally or sideways. In contrast, most of us grew up in traditional hierarchical organizations where the chain of command was vertically aligned, directions typically flowed down, and communications, hopefully, moved up and down.

My point in sharing all of this with you is that I think a collective goal for us in 2004 should be to refine our skills as communicators and build upon the quality of communications. We need to regularly ask ourselves if our message is reaching all the intended audiences, within the hierarchical and matrix models, internally and externally, across COMFISCS, throughout NAVSUP, inside the Navy, and so on. It is appropriate to pause and reflect on just what are the key messages and how well are they being communicated.

Successful private sector companies are very effective at communicating with the work force, customers, shareholders, and other stakeholders. People at all levels in these firms communicate with consistency, accuracy and timeliness. Given this example our mantra should be to "communicate, communicate, communicate." After sending out the communications, follow up to ensure



the recipient actually received and comprehended it. Take the time to repeat the message as necessary. Seek feedback on the communications and otherwise look for ways to validate understanding of it.

If our FISC San Diego and COMFISCS teams are to mature into tight knit and responsive organizations, they must be characterized by solid and stable communications. This requires a commitment by all of us to continually work at being the best possible senders and receivers of information.

A priority resolution for me is to share with you the critical issues associated with Phase II of the NAVSUP transformation, refinements of the COMFISCS concept of operations, and the emerging products and services framework that will be used for understanding operating costs and missions.

Concurrently, all of us must ensure that in delivering logistics goods and services to our numerous and diverse customers, we have communicated to all parties involved such that they completely understand the what, why, and how in executing the mission. Skillfully communicating at all levels is critical to our individual and collective successes.

Pass the word!



# NAVSUP Strategic Plan update

Over the past year, much has happened throughout the Naval Supply Systems Command Enterprise and the Navy. In our case here at NAVSUP, we've made significant progress on improving our mission effectiveness while simultaneously supporting real world operations and pursuing an aggressive transformation initiative. You have all made contributions to our success in those areas and that success is being recognized throughout the Navy.

As we look to the future, it is important that we remain focused on those areas that will yield the greatest contribution to our continued progress. The document that allows us to sustain that focus is our Strategic Plan.

The NAVSUP Corporate Board recently met in Mechanicsburg to conduct the annual review of our Strategic Plan. This review process provided us the opportunity to validate the relevance of our plan, make

appropriate adjustments based on our progress over the last year, and make any "course corrections" based on our current customer priorities. As a result of this review an updated Strategic Plan has been published.

Our updated Strategic Plan retains the same baseline and framework as our previous plan. Our Purpose, Mission, and Vision remained unchanged. Some minor clarifications were made to our Values statements and Goals, primarily to emphasize the importance of staying aligned with our customers and to underscore the need for rapid response that provides best value to our customers. The majority of changes that were made to the plan appear in the Objectives section. That is where the adjustments caused by changes in customer priorities and prior year accomplishments are reflected.

During our Corporate Board discussions, the importance of the Values Statements within our Strategic Plan was stressed. Allow me to restate them here:

**Customer Focus:** We exceed our customers' expectations...our customers set our priorities.

**Employee Support:** We are committed to our people...their development, involvement, and recognition.

**Best Value:** We deliver quality products and services at least cost to our customers.

**Innovation:** We constantly explore new ideas and methods to increase our efficiency, speed, and effectiveness.

**Teaming:** We aggressively seek effective partnerships to improve our quality.

**Honor and Integrity:** We are open, honest, and fair...we take full responsibility for our actions.

**Community Support:** We actively support the communities in which we operate and live.

These values provide a nucleus or center of our decision making process. They apply to all our decisions, and



**RADM J.D. McCarthy**

particularly when we're confronted with an issue in an area in which we have no prior experience. If we can honestly say an action we are taking is consistent with this set of values, we should feel comfortable in proceeding, knowing that the NAVSUP leadership will support our decision. That's what these values provide, a framework for decision making.

As you look through our updated Strategic Plan, you'll find several strategies and objectives that were added, changed, or deleted. Key new strategies are directed at our alignment with our sister Systems Commands, our support of the U.S. Marine Corps, our support of our international customers, and our support of our workforce.

The updated NAVSUP Strategic Plan is on the Web at [http://www.navsupsup.navy.mil/npi/our\\_team/s\\_plan/s\\_plan.jsp](http://www.navsupsup.navy.mil/npi/our_team/s_plan/s_plan.jsp). Select the version for employees. Log on and bookmark it. We will send a limited quantity of updated Strategic Plan handouts to each field activity, as well as place them on the NAVSUP Web site.

The updated Strategic Plan provides a guide to keep us all aligned in our continuing transformation journey. I encourage you to use it daily as both a reference tool and as an aid to ensure your actions are consistent with our Corporate priorities.

## The Network

The Network is an authorized publication published monthly for the employees of the Fleet and Industrial Supply Center San Diego and its sites.

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The Network's editorial content is prepared and edited by the Public Affairs Office of FISC San Diego. Its contents do not necessarily reflect the official views of the U.S. Government, the Department of Defense, or the U.S. Navy, nor does it imply endorsement thereof. The editorial office is located in Bldg. 1, Fleet and Industrial Supply Center, 937 North Harbor Drive, San Diego, CA 92132. Telephone: (619) 532-3432.

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# Naval Institute announces essay contests

For more than 130 years, the Naval Institute has served as an open forum to advance the understanding of sea power and other issues critical to national security. In addition to publishing *Proceedings*, a magazine forum on issues affecting the armed services, and in addition to hosting a variety of seminars and expositions, the Naval Institute sponsors essay and photo contests throughout the year. The purpose of these contests is to encourage stimulating discussion on key issues affecting the sea services and to recognize the best and the brightest of our nation's military. Two such essay contests are on the horizon.

The annual Vincent Astor Memorial Leadership Essay contest is designed to challenge junior officers (O-1 to O-3) to articulate their thoughts on the topic of leadership. Essays must be original works of 3,500 words or less and must not have been previously published. The contest offers tangible recognition through cash prizes, membership in the Naval Institute and publication of the winning essays in *Proceedings* magazine. The deadline is Feb. 1. Prizes are awarded as follows:

- \* First Prize: \$1,500, a gold medal, and a life membership in the Naval Institute
- \* Second Prize: \$1,000, a silver medal, a one-year membership in the Naval Institute
- \* Third Prize: (2 prizes) \$500, a bronze medal, and a one-year membership in the Naval Institute

Another contest, the Armed Forces Joint Warfighting Essay contest, is open to anyone, with a deadline of May 1. Essays may be on any subject relating to combat in a joint context. Essays may be in service-specific detail, but must have joint application and be 3,000 words or less. This contest also offers cash

prizes, Naval Institute membership, and publication in *Proceedings* magazine. Prizes are awarded as follows:

First Prize: \$2,500 and a one-year membership in the Naval Institute

Second Prize: \$2,000 and a one-year membership in the Naval Institute

Third Prize: \$1,000 and a one-year membership in the Naval Institute

For additional rules and guidelines, visit [www.navalinstitute.org](http://www.navalinstitute.org).

## CFC

*continued from front page*

Gorman, Denisse Guerrero, SKC Tammie Gallagher, Lee Johnson, John Lagrue, Chuck Lionberger, Jerry Llanos, Patricia McAdoo, Linda Odle, Troy Odle, Rose Pachucki, Tina Porter, Debi Riley, Teddy Santos, Robert Vail, Connie Watts, Bruce Weidner, David Young, Keiko Young, Joe Young, Joseph Zakocs, and NAVSISA employees Gary Lester, Daniel Rocha, Josie McDole, and Mark Lee.

Thanks to all FISCSD and NAVSISA employees for their generous donations and to all department CFC key workers for making this year's campaign so successful.



***Combined Federal Campaign Eagle donor and 2003 CFC coordinator, Ann Braeutigam, is thanked by RDML Kowba for her hard work and generous contribution to the CFC.***



***Susan Civitillo, editor of the Network, with new daughter, Anna Marie born on Dec. 10, 2003, two months earlier than expected! Mother and daughter are doing great. Civitillo will be on extended maternity leave until July 2004.***

## PRDs to be extended

To support the dynamic manning requirements of the Fleet Response Plan and in order to more effectively manage Permanent Change of Station funds, detailers will now be extending Projected Rotation Dates. Detailers will consider cutting orders anywhere from three months prior to four months after PCS moves of enlisted personnel.

Under the MILPERSMAN 1306-104, the current PRD window has been policy for over a decade. It's extension will:

- \* In coordination with commanders, provide Navy Personnel Command the flexibility to adjust Sailors' rotation dates to meet operational requirements of the Fleet Readiness Program.
- \* Provide greater opportunity for qualified contact reliefs for operating forces and other critical billets.
- \* Provide greater flexibility for Sailors to select a wider variety of positions within the Job Advertising and Selection System.
- \* Provide greater flexibility for Sailors to select jobs that are no cost moves within fleet concentration areas, thereby increasing family stability and quality of life/service.
- \* Provide a greater number of candidates for filling operational and other critical billets.

Detailers and placement officers will work with commands and with individual Sailors to identify the month within the detailing window that an individual may expect to transfer. Individuals on mandatory DoD overseas tours will not be extended beyond the prescribed tour length.

For further information, contact LT Barry Stowell, COMNAVPERSCOM, at (901) 874-3510, DSN 882-3510, or by e-mail to [barry.stowell@navy.mil](mailto:barry.stowell@navy.mil).



**Occupation:** Security director

**Birthplace:** San Diego, Calif.

**I graduated from:** Chula Vista High School

**What brought me into civil service:** I wanted to follow in my mother's footsteps. I started civil service as a worker trainee right out of high school.

**Hobbies:** Shopping, dancing and volunteering at various charities.

**Nobody knows I am:** Very "motherly." I always want to take care of people.

**Pet peeve:** Superficial and callous people. It literally floors me!

**If I could, I would change:** Nothing. I truly believe everything happens for a reason.

**Secret to success:** Good old-fashion common sense.

**If I could do it over, I'd:** Have tried to establish a relationship with my real father.

**I'd give anything to have met:** Condelezza Rice, Dr. Phil McGraw, and Oprah Winfrey.

**I've never been able to:** Handle the fact that we have so many homeless people in the United States.

**The last good book I've read:** All of Dr. Phil McGraw's books. I love that man!

**Favorite quote, motto or phrase:** Where there's a will, there's a way. I learned that from my mother who was a single parent.

**Favorite singer/group:** Luther Vandross and Earth Wind and Fire. Actually I love all the music referred to as 'old school.'

**I wish I could stop:** Trying to fix everything and every adversity. Sometimes it just needs to stay broken!

**The one thing I like best about myself:** My caring but strong character and having the ability to connect well with people. My friends and co-workers often refer to me as the PR person.

**I am most proud of:** My family and the strong bond we have.

**My most embarrassing moment:** When I was on the dance floor in a night club in my early 20s and the band gave me the microphone to sing a verse in the song. Everyone on the dance floor started laughing at me because I sounded like a little girl.... Ouch! So karaoke is definitely out of the question.



## Holiday Luncheon 2003



FISC San Diego's karaoke winner, Dann Resurreccion of Code 071, resurrected Elvis for a "Blue Christmas!"



Code 200



Code 700



Code 50



Code 800



Code 117



Romel Cooper, Code 100 and Mrs. Claus, aka Terri Bratcher, Code 073.

# Braganza selected as Senior Sailor of the Quarter

**Ellen Fuller**  
FISCSD Code 073

Storekeeper 1st Class (Surface Warfare/Aviation Warfare) Carmelita D. Braganza has been selected by RDML William Kowba, Commander, Fleet and Industrial Supply Centers, as FISC San Diego's Senior Sailor of the Quarter for fourth quarter fiscal year 2003.

SK1 Braganza is the leading petty officer for FISC SIMA's Casualty Reporting/Expediting Section. Her accomplishments include coordinating on-the-job training requirements and supervising all personnel in her work center during the implementation of the Navy Enterprise Maintenance Automated Information System (NEMAIS).

Her thorough and precise updates and reviews of job material requirements for individual ships ensured that the most current and accurate status was reported. She tracked and expedited more than 2,500 work stoppage and mission critical requirements in support of the USS *Peleliu* Amphibious Ready Group, enabling these five ships to meet all workups and deploy on schedule. She established an outstanding rapport with customers and item managers through communication and updates, greatly improving support for FISC's SIMA site.

Braganza's collateral duties include serving as department watch bill coordinator, assistant command fitness leader, and command pass liaison representative. She is also actively involved in the community. She participated in the annual book

drive for Roosevelt Middle School, monitored and coordinated the "Meals on Wheels" Senior Citizen Program for FISC's SIMA site, and volunteered 72 hours for the National Stand Down for Homeless Veterans. Her efforts were a major contributor to FISC's SIMA site winning the Community Service Flagship Award in the Project Good Neighbor category for the third consecutive year.

LCDR Alberto Cruz, FISC SIMA site director describes Braganza as "always one step ahead of the action. Her dynamic leadership, initiative and overall performance sets her apart from her peers."



## Anderson selected as Junior Sailor of the Quarter

**Ellen Fuller**  
FISCSD Code 073

Storekeeper 2<sup>nd</sup> Class (Submarine Specialist) James R. Anderson has been selected by RDML William Kowba, Commander, Fleet and Industrial Supply Centers as FISC San Diego's Junior Sailor of the Quarter for fourth quarter fiscal year 2003.

SK2 Anderson is the leading petty officer for FISC SIMA's Submarine Maintenance Dept. He is Depot Level Repairable (DLR) storekeeper and is responsible for contract buys over \$2,500.

Since reporting to Submarine Support Maintenance Detachment (SSMD), Anderson has learned every aspect of the Maintenance Resource Management System (MRMS) which is used to order and deliver material to 14 production shops tending seven Pacific Fleet submarines. He also learned the new SAP program, Navy Enterprise Maintenance Automated Information System (NEMAIS), for

ordering and tracking of all consumable material, enabling him to eliminate a backlog of material requirements for SIMA production shops. His accomplishments include processing over 300 job materials lists, including 20 contract buys over \$2,500 for material to meet the needs of deploying submarines.

Anderson's collateral duties include serving as Combined Federal Campaign and Navy Relief representative, minor property custodian, and division training and mustering petty officer. He is also active as a volunteer for the El Cajon Sheriffs Department and the California Highway Patrol with Operation Clean El Cajon.

LCDR Alberto Cruz, FISC SIMA site director describes Anderson as "an exceptionally well-rounded storekeeper whose expertise and upbeat attitude have made him an integral part of both the SIMA site and SSMD Detachment." Added Cruz, "He has raised the bar of excellence for all junior storekeepers to follow."



# USDA New Leader Program applications being accepted

**Ellen Fuller**

FISCSD Code 073

Applications are now being accepted for the USDA Graduate School, New Leader Program. Eligible candidates include civilian employees at the GS 7-11 levels who have a high potential for leadership or who have recently entered a leadership position. Two applicants will be selected for the fiscal year 2004 class sessions.

The New Leader Program is a tri-fold program designed to develop future public service leaders by providing assessment, experimental learning, and individual development opportunities. This six-month program provides a developmental foundation in leadership skills and team building, enhanced by agency developmental experiences.

This past year, I had the opportunity to participate in the New Leader Program. The most memorable and rewarding experience was the interaction with my teammates, a group of diverse individuals from a variety of federal departments. During each of the three weeklong learning sessions, we worked together in a comprehensive learning environment. We formed, we stormed, we normed, and finally, during the last learning session, we performed as a team by producing a project presented to the program faculty and other program participants.

In addition to the learning sessions, the New Leader Program provides opportunities to interview and to shadow an executive-level manager.

It also entails a 30-day developmental assignment. Having worked in a staff function for the Navy for my entire career, I took this developmental opportunity to work at the frontline and get a real feel for how FISC San Diego provides service to the fleet!



*Fuller (bottom-left) formed, stormed, normed, and performed with teammates from the Departments of Interior, Agriculture, Health and Human Services, and State. Photo by Tony Jackson*

Additional information on the USDA Graduate School New Leader Program is available at [www.grad.usda.gov](http://www.grad.usda.gov). For an application, see your supervisor, or contact Michael Yelda at (619) 532-4730.

## Fuller gives thanks

There were many individuals who helped me in my development, without whom I would not have succeeded in the New Leader Program. I would like to thank them all for their time and assistance. These people include Rosa Downing, Bill Cording, Lynne Lester, Mike Yelda, Danny Cajigas, Ernest Wright, Joe Morelina, Tim Higdon, Fredrick Melanson, Virgilio Villasin, Paul Stuhler, Robert Robinson, and Rodney Alonzo. In addition, I would like to thank my supervisors, Ann Brautigam and Robert Vail, for enabling me to participate in the program.

## Mileage reimbursement rates increase in 2004

**Tanya N. Ballard**

GovExec.com Today

The General Services Administration announced that the mileage reimbursement rate for federal employees who travel in their own cars on government business will increase to 37.5 cents per mile in 2004.

The new rate went into effect on Jan. 1. Federal employee mileage reimbursement rates are based on data collected by GSA, and generally keep pace with the rate set annually by the Internal Revenue Service. In fact, by law (41 CFR Part 301-10), the governmentwide rate cannot exceed the rate set by the IRS.

The 2003 rate was 36 cents per mile.



## Military and civilian W-2s available now on myPay

**Bryan Hubbard**

Defense Finance and Accounting  
Service Public Affairs

American military members and Department of Defense civilians can now view, save and print their W-2s from “myPay” (<https://emss.dfas.mil/mypay.asp>). Military retirees and annuitants can view, save and print their 1099s, as well.

MyPay provides a secure, convenient way for members of America’s armed forces, defense civilians, military retirees and annuitants to manage their pay account information. Available around the clock, customers can make changes online that previously needed to be made standing in line.

Customers can also help the Department of Defense save money by volunteering to turn off the print copy of their Leave and Earnings Statements (LES) and checking it online. The Defense Department can save up to 34 cents for each LES that is delivered electronically instead of in hard copy.

The Defense Finance and Accounting Service is the world’s largest finance and accounting operation. In fiscal 2002, DFAS paid 5.7 million people, processed more than 11 million contractor invoices, made 7.3 million travel payments and disbursed more than \$346 billion while reducing overall costs to customers by \$144 million.



**L**TJG Robert G. Kovack, Jr. was born in Rahway, N.J., and moved with his family to Clearwater, Fla., in the summer of 1981. Kovack grew up loving sports. He became a high school standout in football, baseball and soccer where he received many awards for his athletic abilities. In soccer, he was awarded “Player of the Year” by the Tampa Tribune and was an All Conference selection. In high school, he was voted to the Homecoming Court by the student body in his junior and senior years.

Following high school, Kovack accepted a soccer scholarship to Eckerd College and played in the strong and competitive Division II Sunshine State Conference. It was here that Kovack was a two-year team captain and selected to the All Sunshine State Conference Team two years in a row. Kovack graduated from Eckerd in the summer of 1996 with a bachelor’s degree in history. After graduation, he spent four years as a substitute teacher and a registered representative with Franklin Templeton Mutual Funds.

In August 2000, Kovack began his naval career when he commenced training at Navy Officer Candidate School in Pensacola, Fla. He graduated from OCS in November 2000 and attended Navy Supply Corp School from February to August 2001.

Upon completion of the NSCS Basic Qualification Course, he reported on board USS *John C. Stennis* (CVN 74) where he performed his duties as the Disbursing and Aviation Depot Level Repairables officer. During his tour, he received two Navy Achievement Medals, one of them for leading his division to earn the Commander, Naval Air Force, U.S. Pacific Fleet Excellence Award for outstanding disbursing division. Furthermore, during his tour on board *Stennis*, Kovack was selected to the 2002 All Navy Soccer Team and played in the All Armed Forces tournament in Dover, Del. Currently, Kovack is attached to FISC San Diego as the aide to RDML Kowba, Commander, Fleet and Industrial Supply Centers.

He is the proud son of Dr. Bob and Claudette Kovack, who just celebrated their 33rd wedding anniversary. In addition, he has an older sister, Kathy, and a younger brother, Tom. Kovack’s hobbies include all sports, reading, and playing the keyboard.

## Blue Angels 2004 show schedule announced

Special release from the U.S.  
Department of Defense

The Navy Flight Demonstration Squadron, the Blue Angels, announced its show schedule for the 2004 show season.

Following winter training, the team begins the season at Naval Air Facility El Centro, Calif., March 13, 2004, and concludes the season Nov. 13, 2004, at Naval Air Station Pensacola, Fla. The Blue Angels are scheduled to perform 69 shows at 35 locations throughout the United States and Canada during the 2004 season.

Demonstration sites are selected in support of the objectives of the Department of Defense and in the interest of the armed services, with safety as the primary consideration. Performances greatly assist the Navy's recruiting and retention goals, and enhance esprit de corps among uniformed men and women, as well as demonstrate the professional skills and capabilities of the armed forces to the American public.

The demonstration schedule for California is as follows:

**March 13**, Naval Air Facility El Centro, Calif.

**March 20-21**, Naval Air Station Lemoore, Calif.

**Oct. 2-3**, Salinas, Calif.

**Oct. 16-17**, Marine Corps Air Station Miramar, Calif.

## Leave needed

Nestor M. Marcelo, a supply systems analyst with FISC/Code 111, Navy Integrated Call Center-West, has requested annual leave donations under the Voluntary Leave Transfer Program due to a family member's medical situation. Contact HRO Broadway at 532-2839 if you'd like to donate.

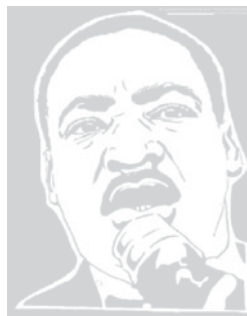
## COMFISCS News Briefs

**FISC Pearl Harbor earns COMPACFLT Retention Excellence Award...**The Pacific tradewinds are flapping a new flag outside FISC Pearl Harbor's headquarters building. The "anchor retention flag," which sports an anchor emblem emblazoned on a field of yellow, signifies that FISC PH has earned the COMPACFLT Retention Excellence Award. The award recognizes those commands whose rate of retention for enlisted personnel meets or exceeds a specific level. The noteworthy retention rate is a testament to the leadership at FISC PH, the quality of life at Pearl Harbor and FISC, and the many benefits available to sailors who elect to "Stay Navy."

**FISC Jacksonville visits Naval Supply Corps School...**The Navy Food Management and Fleet Assist Teams assigned to FISC Jacksonville recently conducted a training visit to the 4<sup>th</sup> Battalion graduating class of new Supply Corps officers Dec 2 - 4 to promote FISCJ's new motto of "one stop shopping" to the fleet. The seven-member team headed up by MSCM(SW/AW) Cindy Mooney and SHCM(SW) Manny Trevino conducted a three-day seminar to better prepare the graduates for their new fleet assignments as food service officers and sales officers. The team conducted training on FISCJ's role in supporting the war fighter and the importance of the NFMTs and S-3 FATs to the fleet. Information was also provided on the role of the NAVSUP corporate chef in the Adopt-a-Chef and Adopt-a-Ship programs and American Culinary Federation Certification to support the Navy Knowledge Online Web site and the 5-Vector Module.

**FISC Norfolk Det helps Naval Academy overcome Hurricane Isabel...**FISCN Det Philadelphia helped the Naval Academy to help overcome damage and destruction caused by Hurricane Isabel by processing contracts for repair and refurbishment of an A-711 neutron generator, electrical engineering lab workbenches, and an open circuit wind tunnel.

**CNO tries out FISC Pearl Harbor's new helicopter pad...**Admiral Vern Clark, Chief of Naval Operations, visited Pearl Harbor on Nov. 18 and made good use of FISC PH's new helicopter pad. The CNO boarded an Army Black Hawk helicopter that lifted off from FISC and took ADM Clark on a two-hour windshield tour of naval facilities stretching from Pearl Harbor to Kaneohe Marine Corps Air Station. Located at Pier K-5, FISC PH's helicopter pad was completed earlier this year and will be used primarily by the Terminals Department to support its massive loadouts.



**Martin Luther  
King Holiday  
(observed) Jan. 19**



## ***Congratulations***

**FISCSD Contracting Department**, Code 200, exceeded their Small Business target. They were given a goal of 52.3 percent and achieved an actual award percentage of 53.63 percent. Also, they exceeded their goal in Small Disadvantaged Business awards, 7.72 percent actual versus 7.5 percent target.

**ET1 Jackson** MOBDISALU 1 DET 419 N&MCRC SD CY 2003 Sailor of the Year; **SK3 Alicea** FISC SD HQ 119 N&MCRC SD CY 2003 Blue Jacket of the Year; **YN1 Aguirre** ACU-5 HQ N&MCRC SD 4th Quarter CY 2003 Sailor of the Quarter; **HM3 Bonilla** MED LOG CO DET 1 FORCSERV SUP FMF N&MCRC SD 4th Quarter CY 2003 Blue Jacket of the Quarter for their selection as CY 2003 N&MCRC San Diego Selective Reserves Sailor of the Year/Blue Jacket of the Year/Sailor of the Quarter/Blue Jacket of the Quarter.

## ***Bravo Zulu Message***

**John Smith**, Code 122, for support provided as an ECAP Technician assisting the *USS Shrike* (MHC 62) in all aspects of HAZMAT control and management.

**Wayne Dailey**, **Rene Biyo**, **Vic Orozco**, **Jerry Balanza**, and **Joe Magtoto**, FISCSD's HICSWIN Team for the Consolidated Hazardous Material Reutilization and Inventory Management Program (CHRIMP) conducted on board *USS Pearl Harbor* (LSD 52) from Oct. 21-27.

## ***Reenlistment***

**SK1 Johnny Parker**  
**SK2 Maria Delgado**

## ***Navy and Marine Corps Achievement Medal***

**SK2 Horatio Green** for supervising the processing and issue of more than 46,000 requisitions and 11,000 stock materials. The key player in the relocation of 10,545 material line items worth more than \$9 million to a different

warehouse without any customer service interruption.

## ***Length of Service Awards*** **10 Years Service**

**Victor D. Anson**, Code 100C  
**Deborah A. McGlennon**, Code 10

## ***15 Years Service***

**Elvira G. Camus**, Code 830  
**Carmen A. Cunningham**, Code 100D  
**Carolyn D. Frost-Williams**, Code 051  
**Melissa L. Graves**, Code 210  
**Margaret C. Lovato**, Code 700

## ***20 Years Service***

**Dianne M. Boykin**, Code 051  
**Nannette Davis**, Code 005  
**Elizabeth S. Ferguson**, Code 210  
**Virginia V. Flores**, Code 100C  
**Rhonda C. Jacox**, Code 100D  
**Margaret M. McLellan**, Code 260  
**Maria S. Papet**, Code 250  
**Deborah K. Reid**, Code 280  
**Daniel E. Riem**, Code 100K  
**Patricia A. Shell**, Code 810  
**William H. Weinfurter**, Code 101  
**Michael J. Yelda**, Code 073

## ***25 Years Service***

**Michael L. Anthony**, Code 100D  
**David R. Lange**, Code 710  
**Gregory A. Levardo**, Code 121  
**Conchita P. Pangelinan**, Code 540  
**Billy D. Robertson, Jr.**, Code 100D  
**Charles Roiz**, Code 122  
**Robert Vizcarra**, Code 710  
**Cassandra G. Wells**, Code 210

## ***30 Years Service***

**Stephen P. Burda**, Code 100D  
**Charles J. Cummings**, Code 071  
**Preston A. Dozier**, Code 100D  
**Ralph A. Franchi**, Code 260  
**James T. Judilla**, Code 100D  
**Daniel L. Rocha**, Code 034  
**Roberto Rodriguez**, Code 100K  
**Patrick J. Ryan**, Code 260  
**Mary K. Schuster**, Code 080  
**Linda J. Sellers**, Code 00  
**Gerald E. Sprague**, Code 071

## ***35 Years Service***

**Martiniano A. Bautista**, Code 111



*Tina Porter receives a length of service award for 35 years with the Navy. With the exception of three years in which she worked for Supervisor of Shipbuilding, Conversion & Repair and Navy Regional Finance Center, she holds plank owner distinction as having the most continuous service with NSC/FISC San Diego since 1971.*

**Peter J. Gutierrez**, Code 117  
**Arturo A. Madlangbayan**, Code 124  
**Helen R. Mallory**, Code 100D  
**John M. Marmolejo**, Code 055  
**Frank K. Merritt**, Code 100C  
**Tina T. Porter**, Code 090  
**Samuel F. Sahagun**, Code 124  
**Rosaura L. Vargas**, Code 100K  
**Virgilio D. Villasin**, Code 112  
**Victorino Villaneuva**, Code 071  
**Charlene D. Willis**, Code 117

## ***40 Years Service***

**Cynthia A. Lammens**, Code 240  
**James W. Meade**, Code 100D

## ***45 Years Service***

**Harry R. Coombs**, Code 100D



*Maria S. Papet, Code 250 and Michael J. Yelda, Code 073 have known each other and have been friends for 20 years.*

# The Back Page

## A note of thanks

**Richard Whitmore**

FISCSD Code 71

Another year is over, and a new one is under way. I would like to express my deepest gratitude to all FISC San Diego personnel and especially to Consolidated Mail Facility employees for their dedication, cooperation and support this past year. It is a pleasure to work with such a professional team. Happy New Year! I would also like to reflect and pass on to everyone the following words written by Don Miguel Ruiz.

### Four Agreements To Live By

*Be impeccable with your word.*

Speak with integrity. Say only what you mean. Avoid using the word to speak against you or to gossip about others. Use the power of your words in the direction of truth and love.

*Don't take anything personally.*

Nothing others do is because of you. What others say and do is a projection of their own reality, their own dream. When you are immune to the opinions and actions of others, you won't be the victim of needless suffering.

*Don't make assumptions.*

Find the courage to ask questions and to express what you really want. Communicate with others as clearly as you can to avoid misunderstandings, sadness, and drama. With this one agreement, you can completely transform your life.

*Always do your best.*

Your best is going to change from moment to moment; it will be different when you are healthy as opposed to sick. Under any circumstance, simply do your best, and you will avoid self-judgment, self-abuse, and regret.

## Navy Medicine launches new web site

**Doris M. Ryan**

Bureau of Medicine and Surgery Public Affairs

Naval Medicine will welcome the new year with Naval Medicine Online, a central source of medical and business information for the Navy and Marine Corps community.

"NMO is Naval Medicine," said Lt. Cmdr. Michael Whitecar, NMO's director and program manager. "Naval Medicine is a global operation beginning with the Bureau of Medicine and Surgery in the nation's capital and expanding around the world, to include military treatment facilities, clinics and fleet hospitals, to operationally deployed medical expeditionary units, corpsmen on the ground with the Marines, and uniformed researchers in the jungles and deserts of the world."

NMO offers a variety of services, each designed to provide information to medical providers and administrators, active-duty and retired Sailors, Marines and their families, and Naval Medicine's business partners.

These services span a broad spectrum of information and include current Naval Medicine news, instant access to military directives, a search engine to locate a medical facility - which includes maps and driving directions, and navigational tools to

link users to TRICARE Online, Navy Knowledge Online and other military sites. With the ToolKit function, users can group favorite services for easy access.

"NMO also comes bundled with business services for individual commands that can improve business efficiency," said Whitecar. "We can host Web sites, provide real-time survey capability and track metrics. We also provide project management software. Users can establish secure file cabinets to store and share documents, and have access to general military training. NMO is a central point for existing key business information, and brings people and content together into a collaborative working environment."

"We are not trying to make people come to NMO, we want to take NMO to individual desktops through Outlook Today," said Whitecar. "Users can subscribe to get the directives, news and other information delivered directly to their workstations so it is available in real time. NMO will be operating in the background."

The Web site for more information is <http://nmo.med.navy.mil>.



*Regional Contracts, Code 200, was honored at the first quarter fiscal year 2004 Workplace Celebration. Each quarter the executive officer selects an outstanding work group within the command to be honored. Photo by Paul Stuhler*